

**The Commonwealth of Massachusetts
Commission Against Discrimination
436 Dwight Street, Rm. 220, Springfield, MA 01103
Phone: (413) 739-2145 Fax: (413) 784-1056**

MCAD DOCKET NUMBER: 18SEM01077
FILING DATE: 04/26/18

EEOC/HUD CHARGE NUMBER: I6C-2018-01395
VIOLATION DATE: 04/23/18

Name of Aggrieved Person or Organization:

Darrell Coppedge
39 Brown Street
Springfield, MA 01109
Primary Phone: (413)272-5451

Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:

John Pelmas
74 Roosevelt Ave.
Chicopee, MA 01013
Primary Phone: (413)221-4665

Samlep, Inc.
Attn: Human Resources / Legal Department
74 Roosevelt Ave.
Chicopee, MA 01013
Primary Phone: (413)221-4665

No. of Employees: 20 +
Work Location: Chicopee, MA

Cause of Discrimination based on:

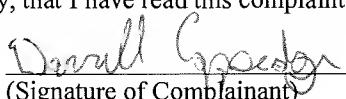
Race/Color (Black), Criminal record

The particulars are:

I, Darrell Coppedge, the Complainant, believe that I was discriminated against by Respondents John Pelmas and Samlep, Inc., on the basis of race/color and criminal record, in violation of M.G.L. c. I5IB, Section 4, Paragraphs 1, 9, 4A, and Title VII.

1. I self-identify my race/color as Black.
2. In or around April 2018, I applied at once for multiple open positions using the Quick Apply-type features of two job boards, Indeed.com and Zip Recruiter. I was not asked any questions about arrests or criminal records and am never asked such questions through these two services.
3. My resume reached Respondents in or around April 2018, and I received a call from Respondent Pelmas on or about April 19, 2018, and he left a message with my aunt.
4. I had a phone interview with Respondent Pelmas on or about April 23, 2018, and he asked about my driving record as it was a transportation job.
5. I was qualified for the position. Respondent Pelmas impermissibly asked me about any prior arrests. When I offered to produce my driving record from the registry, which I thought would be helpful, Respondent Pelmas said during the interview, "How about your criminal record? When was the last time you were arrested and for what?"
6. I answered, and Respondent Pelmas simply said, "That's a no go for us. I wish you well on your job search," and he hung up.
7. For all of the reasons discussed above, I believe I was treated differently on the basis of my race/color, and that impermissible criminal record inquiries were made during my employment interview.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.


(Signature of Complainant)